

**4<sup>th</sup> European Conference on private security services (Madrid 14-15 October 2004)**

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Before trying to define a European social model, it is interesting to make a return on our Profession and to see its evolution in two decades.

The profession had really left the bottom of the scale with the disastrous image of an old guard doing this work to improve its retirement pension, and we managed to give a more rigorous more dynamic, improved public image of our Profession.

The way has been difficult, it is far from being completed. Many efforts still remain to be achieved so that we could really be recognized like professionals useful for the community, admitted by the authorities like a complementary force taking part in the safety of all.

The situation of our Profession is still very different from a country to the other and much time will run out before we manage to establish a consensus and a common profile.

However thanks to a continuous work between social partners, perpetually supported by the European Commission, we managed to lay down certain rules or recommendations in many fields:

- Formation;
- Health/safety;
- Good practices;
- Organization of work etc.

Other subjects will have to be tackled or continued, in particular concerning the initial training, by adapting this one to the various tasks to be realized and the various trades of our Profession: electronic surveillance, CIT, high-risk sites, etc. and also in the field of the work organization: working time, adaptations to the activities which are carried on 24 hours a day, to a family life, adaptation of the workers to the technological developments. The task is even more difficult because the level is different from one country to another and it is essential to share the experience of each country, while respecting their characteristics, their legislations and their way of life. However a joint basis can be carried out which will make it possible for all the Europeans to speak the same language and to be recognized as real professionals.

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